

The Relationship between Stress and Professional Satisfaction Level of Nurses Working in Psychiatric Hospitals

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Abstract

Background: Occupational satisfaction and stress were receiving increasing attention worldwide; however, this important issue was neglected in our country where very scarce studies were conducted to highlight this problem which may impact the safety and quality healthcare of for patients with mental diseases in Iraq. **Objectives:** The main objective of the study investigates occupation satisfaction, also its relationship with stress among psychiatric nurses in specific mental hospitals in Baghdad, Iraq. **Materials and Methods:** A descriptive cross-sectional and correlational study design comprising 203 nurses, using a self-administer questionnaire, and purposive sample technique was divided into three categories according to nurses distribution in these hospitals. **Results:** Women were outnumbered comprising (62.1%), scores for personal, work-related stress, and job satisfaction were fair. Lower levels of work satisfaction were shown to have a significant link ($r = -0.859$, $P: 0.01$) with higher levels of stress. **Conclusion:** If the providers of care in mental hospitals strive for high quality, supportive and preventative interventions must be used to reduce the prevalence of stress among psychiatric nurses and increase nurses' feelings about job satisfaction.

Keywords: Job satisfaction, job stress, psychiatric hospitals, psychiatric nurse

INTRODUCTION

The delivery of high-quality care to patients has been one of the healthcare delivery system's main goals in recent years. How to enhance patient outcomes, however, continues to be a basic problem.^[1] Healthcare quality is a complex phenomenon. Nurses are essential members of the healthcare team, and their happiness at work is crucial to providing high-quality care.^[2]

Psychiatric nursing offers new career professional opportunities, but the field still faces many challenges, such as dealing with patients who are mentally ill, a lack of training, and a sense of being in a locked-off space similar to a jail.^[3] Low job satisfaction is the most often mentioned cause of nursing staff turnover, according to an analysis of many years' worth of publications on the topic.^[4]

The standard of patient treatment is also impacted by low job satisfaction.^[5] Nurses may also face risks to their physical and mental health, due to work pressures and their consequences, so it is important to consider the

importance of nurse satisfaction, which is an indicator of comfort and acceptance in the workplace.^[6] According to the past literature-related problem research, there are several factors that affect nurses' job satisfaction,^[7] such as organizational change and perceived variations on psychological services,^[8] both of which must cause some nurses to express concern.^[9]

Stress can result from exposure, or threat of exposure, both to the more tangible workplace hazards and to the psychosocial hazards of work.^[10,11] Exposure, or the potential for exposure, to both concrete workplace dangers and psychosocial hazards of work may lead to the manifestation of stress such as: interpersonal relationships; nature of nursing; organization-related causes; role characteristics;

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individual characteristics; stress and problems in staff's behavior.^[12]

MATERIALS AND METHODS

Research design

A correlational quantitative descriptive research was conducted in specific psychiatric hospitals in Baghdad, Iraq (AL-Rashad, Ibn Rushed, and Al-Medina). A non-probability (purposive), the questionnaire was filled in by the participants consisting of three parts. It was preselected by the researchers. The study lasted one year from December 2021 through December 2022.

Study sample and setting

There were 203 who participated in the study. The sample size was determined by a specific equation for this type of study ($z \times pq/d$). They were chosen carefully by a purposive sampling method from three psychiatric hospitals in Baghdad. The inclusion criteria were all nurses whom more than one year of experience, psychiatric nurses who agree to participate in the study, and those who are free of mental health disorders.

Instrument description

The questionnaire consisted of three parts. The demographic information questionnaire collected data related to age, gender, educational level, marital status, job description, work status, psychiatric certificate, experience as a psychiatric nurse, how many patients are served per day, number of nurses working at the current study hospitals, and who are the patients for whom services are provided. Work-related stress and job satisfaction^[13] were assessed using the Health and Safety Executive (HSE) and McCloskey-Mueller Satisfaction Scale (MMSS) questionnaires, respectively.

The HSE has been validated in a broad Middle East area (including the KSA, Kuwait, Jordan, and the State of Palestine), also been utilized in all nursing disciplines.^[14] A Likert scale was used with five points, ranging from 1 (never) to 5 (always), in which each item is given a score out of 5. The responses to each question are given scores ranging from 1 to 175, respectively. The total scores for each of the sub-dimensions are added together, and larger scores indicate greater levels of job stress.

Mueller and McCloskey defined work satisfaction by way of "the degree of positive emotional orientation toward employment."^[2,15,16] Some authors, on the other hand, have taken from the literature on defined job satisfaction and behavior of organizational as "the variance between the quantity of rewards workers receive and the amount they perceive they should receive." As a component of the more comprehensive survey, the 31-item "MMSS "Mueller & McCloskey, 1990"^[17] was given to respondents. The participants in the study were asked to score their

responses to the questions on a 5-point Likert scale, with 1 indicating a high level of dissatisfaction and 5 indicating a high level of satisfaction. Confirmatory factor analysis was used to examine the presence of the three postulated domains of work satisfaction. The researchers rated this questionnaire on three levels: dissatisfied 31-72, partially satisfied 73-114, and satisfied 115-155.

Ethical approval

The Research Ethics Committee (REC) of College of Nursing/Hilla University authorized the study (under number 31 dated July 12, 2022). The participants' anonymity was kept throughout, and the permission agreement specified that completion of the surveys would suggest implicit assent.

RESULTS

Table 1 shows the characteristics of 203 study participants. Most of them (62.1%) were women, and 56.7% were professionally skilled nurses. Their ages varied from 21 to 60 years, with a mean SD of $33.6 \pm (9.68)$ years. The average number of years of nursing experience (including mental nursing) and time spent working at Baghdad Mental Hospitals were less than 10 years.

The questionnaire response frequencies are shown in Table 2. The mean work-related stress levels were 2.00. Job satisfaction scored 1.97. It implies that Baghdad Psychiatric Hospital psychiatric nurses are neither pleased nor unhappy with their occupations. Linear regression showed that work stress is negatively correlated with job satisfaction ($r = -0.859$, at P value 0.01). Gender, position, years of experience, and hospital type did not substantially affect stress or job satisfaction.

DISCUSSION

Psychiatric nurses working at Baghdad's three mental hospitals investigate feeling satisfaction as the aim of the study. The findings indicated that registered nurses had relatively moderate levels of the stress connected to their jobs, and at the same time, they reported experiencing moderate levels of job satisfaction in relation to their employment in these settings. In addition, research conducted on this demographic found a correlation between greater levels of work stress and lower levels of job satisfaction. The finding indicates significance at P value < 0.01 for demographic characteristics such as marital status, age, years' experience, number of patients served per day, and where services are provided to patients, whereas no significant correlation between the rest of the characteristics.

The mean work satisfaction score for psychiatric nurses in this study was 1.97 indicating that these nurses seem to have a positive outlook on their chosen careers. A comprehensive investigation of a number of types of

Table 1: Professional profile and demographics of PNs of the three hospitals in Baghdad 2021-2022 (N: 203)

Demographic data	Groups	Frequency	Percent
Age groups in years	21-30	110	54.2
	31-40	49	24.1
	41-50	28	13.8
	51< and more	16	7.9
	Total	203	100.0
	Mean $\pm$ SD	33.00 $\pm$ 9.92	
Gender	Male	77	37.9
	Female	126	62.1
	Total	203	100.0
Marital status	Single	58	28.6
	Married	136	67.0
	Separate	9	4.4
	Total	203	100.0
Education level	Diploma or less	158	77.8
	Baccalaureate	32	15.8
	Master	10	4.9
	Doctorate	3	1.5
	Total	203	100.0
What hospital do you work in	Al-Rashad	164	80.8
	Ibn Rushed	32	15.8
	Al-Madina	7	3.4
	Total	203	100
Work status	Morning shift	168	82.8
	Night shift	35	17.2
	Total	203	100.0
Do you hold a mental health nursing certificate?	Yes	21	10.3
	No	182	89.7
	Total	203	100.0
The number of years you have served as a psychiatric nurse	(1 to 5)	117	57.6
	(6 to 10)	34	16.7
	(11 to 15)	18	8.9
	(16 to < and more)	34	16.7
	Total	203	100.0
How many patients are served per day?	<10 Patients	52	25.6
	11-20 Patients	12	5.9
	21-30 Patients	17	8.4
	31< Patients	122	60.1
	Total	203	100.0
Your job title (description)	Skilled nurse	115	56.7
	Technical nurse	45	22.2
	University nurse	43	21.2
	Total	203	100.0
Who are the patients for whom services are provided	Wards	164	80.8
	Reception	32	15.8
	Emergency	7	3.4
	Total	203	100.0

literature examined multiple papers and discovered that nurses in various contexts had diverse degrees of work satisfaction.^[18] It was found that factors such as the degree of opportunities for growth, consistency, perception of staff organization, coworkers, extrinsic reward, salaries,

independence, interaction, administrative duties, employed circumstances, nursing assignments, recognition, support of organizational and performs, psychological, physical reactions to assertive job, and client relationships are all factors that contribute to job satisfaction. Also, in

Table 2: Assessment of psychiatric care hospitals nurses' satisfaction

Groups	Rating	Freq.	Perc. %	M.S	Overall Assessment
Nurses professional satisfaction	Dissatisfied	7	3.4	1.97	Fair
	Fair	144	71.0		
	Satisfied	52	25.6		
	Total	203	100.0		

* Dissatisfied = 1-1.66, Fair = 1.67-2.33, Satisfied = 2.34-3

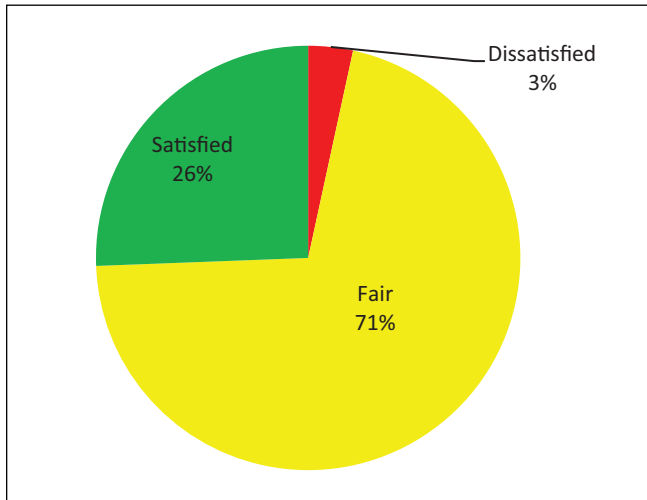


Figure 1: Distribution of the study subjects by their overall assessment of the nurses professional satisfaction

Figure 1, we notice that most of those who participated in the study (yellow color) were relatively satisfied with their jobs (relatively dissatisfied). Likewise, in Figure 2, the majority of nurses who participated in the current study had a fair level of stress.

In comparison to the score (6.18), which was discovered by Yeh *et al.*^[19] for stress connected to work, the score in this research (2.00) was considered to be moderate [Table 3]. This outcome came as a bit of a surprise to those who are familiar with the challenges that are inherent in the practice of psychiatric nursing, which is considered to be challenging due to the presenting behaviors of patients, which might include violent or unpredictable behaviors that are difficult to regulate. A higher score of stress within the research sample (16% of them) may suggest that individual characteristics, such as psychological resilience or the responsibilities of family, are major contributors to tension surrounded by this specific occupation by the nurses. It can elucidate inquire people are still satisfied with their jobs despite the high amounts of stress they experience.

According to the findings, greater levels of stress are strongly related to less levels of satisfaction at one's place of employment [Table 4]. The amount of published research on stress in Iraqi mental institutions is still quite low. Among others, found that a negative correlation existed between work satisfaction and stress levels in the

nursing population.^[20] Other,^[21] investigated the factors that put the nurses jobbing in healthcare institutions at risk for stress, as well as the levels of stress they experience some countries, such as the Jordan, Kuwait, KSA, and others.^[22] They discovered a bigger ranks of stress remained connected using the resources availability, regimen political perfection, assignments, and work conflict. Some authors^[23] found that the nurses in this region face more job strain, harder workloads, less availability, fewer favorable bodily working environments, inferior value of supplies and equipment when compared to nurses in other low- and middle-income countries.

Studies conducted all over the world have come to the conclusion that the likelihood of experiencing stress and burnout is reduced in direct proportion to one's degree of work satisfaction. In spite of the fact that participants in this research reported experiencing moderate levels of stress, they reported feeling only moderately happy with their jobs. Other research has found that nurses who work in critical care settings who have good practice environments report higher levels of job satisfaction and reduced stress levels.^[24] It would be helpful to do more research utilizing a qualitative study technique in order to discover the factors that contribute to this population's high levels of work satisfaction despite the high levels of stress they experience.

This research indicated by the finding, that was no statistical association between work stress and Satisfaction with work and level of education, gender, type of hospital, or job description. In addition, Hayes *et al.* discovered that there were no statistically significant associations between gender and either stress or work satisfaction, nor were there any between job description and either stress or job satisfaction. According to Chakraborty and colleagues^[25] research, there is no statistically significant association between the amount of stress experienced and rank. The link involving stress and the duration of the experience was found to be ambiguous in a prior meta-analysis^[26] that was carried out with the use of literature that originated from the United States of America. It is possible that additional investigation into this possible association is required, and providing a program to improvement nursing knowledge and workplaces.^[27-29]

CONCLUSION

Despite the moderate levels of stress in this group of nurses at psychological hospitals in Baghdad/Iraq, the

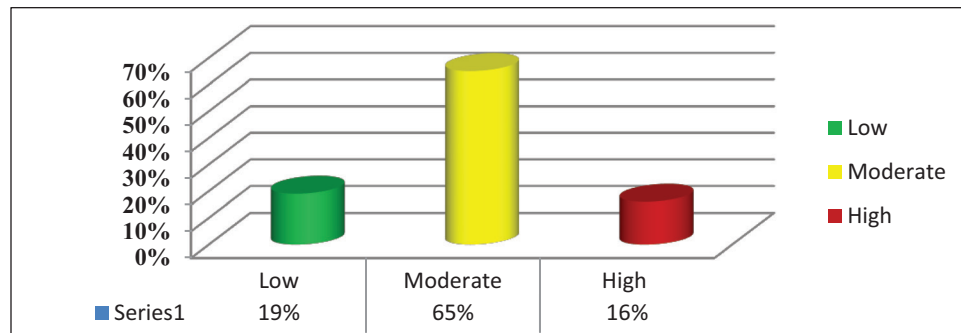


Figure 2: Distribution of the study subjects by their overall assessment of the work-related stress

Table 3: Assessment of the work stress for participants' in overall (n: 203)

Groups	Rating	Freq.	Perc. %	M.S	Overall assessment
Work-related stress	Low	35	17.2	2.00	Moderate
	Moderate	133	65.5		
	High	35	17.2		
	Total	203	100.0		

*1-1.66 rated low, 1.67-2.33 rated moderate, 2.34-3 rated high

Table 4: Correlations between the overall assessment of the nurses professional satisfaction with overall assessment of the work-related stress

Correlations	Overall assessment of the nurses professional satisfaction	Overall assessment of the work-related stress
Pearson correlation	+1	0.859**
Sig. (2-tailed)		0.000
Pearson correlation	0.859**	+1
Sig. (2-tailed)	0.000	
Total	203	203

** r at the 0.01 level (2-tailed)

psychiatric nurses are “satisfied” at least partially about their profession. Stress, work satisfaction, gender, job description, education level, and any hospital had no significant relationship, whereas there is a statistical link between the remaining factors. Our proposal is to establish preventative or supportive strategies to lower the prevalence of stress in nursing staff among these places, increase professional satisfaction, and so provide better treatment to these patients.

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Authors contribution

Data were gathered and analyzed, and the text was written by F.K. The writer reviewed and approved the final work, which was analyzed and researched under the supervision of H.B.

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Conflicts of interest

There are no conflicts of interest.

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